

GWYNEDD COUNCIL CABINET



Report to a meeting of Gwynedd Council Cabinet

Date of meeting: 18 September 2018
Cabinet Member: Councillor Nia Jeffreys
Contact Officer: Delyth G Williams, Equality and Policy Officer
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Title of Item: Annual Equality Report 2017-18

1 THE DECISION SOUGHT

The Cabinet is asked to note and accept the information in the report.

2 THE REASON FOR THE NEED FOR A DECISION

The purpose of this report is to provide an update on the work that is ongoing in the field of equality as a result of the Strategic Equality Plan 2016-20, and more widely. The report is an accurate record of what has been done during the year.

It is also a statutory duty on the Council to complete an Annual Report and to note employment information each year (Equality Act 2010).

3 INTRODUCTION

In March 2016, the Council published its Strategic Equality Plan for the period of 2016-20 in order to reduce inequality between people who have equality characteristics and the rest of society. Those characteristics are:

- Age
- Gender reassignment
- Gender
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and maternity
- Sexual orientation
- Religion or belief - including lack of belief
- Marriage and civil partnership

(Equality Act 2010)

In the Strategic Equality Plan, the Council noted four objectives to work towards over the next four years. The objectives were chosen based on a

variety of evidence including internal information, the voice and participation of members of the public and data on equality characteristics.

The objectives are:

- Improve our arrangements to discover and use the opinion of people who share equality characteristics
- Improve our equality impact assessment arrangements
- Create circumstances for people from different backgrounds to represent the people of Gwynedd by standing in an election to become an elected member
- To identify any employment and pay inequalities and to take action to reduce them.

The purpose of this document is to note some of the most important things that Gwynedd Council has done during the year from April 2016 to March 2017 in the field of equality.

It was also decided to add a 5th Objective namely:

- Improve our information provision for people who do not use Welsh as English as a first language or need information in different formats

We decided to add this because we realise that we do not have enough information about why the number of requests for files in different formats, e.g. Easyread, British Sign Language etc. is low. Is this because there no demand, because of a lack of information or some other reason? Our intention is to engage with relevant organisations to find out the need and any barriers.

The document also includes an appendix which gives employment details according to equality characteristics.

4 NEXT STEPS AND TIMETABLE

None to note

5 ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION

The Strategic Equality Plan's Equality Impact Assessment was reviewed, and there is currently no need to update it.

The Views of the Statutory Officers

- i) **Chief Finance Officer**
Nothing to add from a financial propriety perspective
- ii) **Monitoring Officer**

The annual report reflects progress and gives an overview in this important area. Equality considerations have embedded in the Council's decision-making processes and this is to be welcomed in terms of propriety.